

**Master Plan for Dispute Resolution**  
**Brainstorming Ideas**  
**Given by ADR Council Members on**  
**February 9, 2005**

Funding:

1. Hewlett Grant – is already completed. Only funding for PCI.
2. Local Grants – There may be a problem with the Dumke Foundation because they do not provide funding to a State entity.
3. Training – Training could be offered to all agencies similar to the Department of Human Resource Management and a fee collected.
4. Legislative Funding – We need to get support from the Governor's budget first and then from Administrative Services for the ADR Coordinator.
5. Federal Grants – We might receive grants for a mediation component from each department. Each department has federal grants that could employ mediation.

Advertising:

External

1. Signage, billboards in offices
2. Newspaper articles
3. Legislative bills – resolutions
4. the “other side” of Gephardt (use political reporters)

Internal

1. NEO Training
2. Articles in Capitol Connections
3. Market better way to resolve issues (faster, etc)
4. Video

Training.

Do we charge agencies?

What training is 1<sup>st</sup> priority?

1. Agency needs differ?
2. Selecting a trainer – may be crap-shoot?
3. Training dollars most often go for “certified” programs. Hence, ADR needs may not be as needed?
4. Schedules are hard to set?
5. What if we train a “poor” mediator?
6. How do we evaluate the new mediator?
7. Can we identify an agency “need” first, or do we train the Directors?
8. Cost:  
Cover all?

Cover Part?  
Cover None?

Data Gathering:

- Save Money
- Citizen-friendly government
- Narrow the focus

WHAT ARE WE TRYING TO SELL?

Mediation

Conflict Resolution, for staff skills

Facilitation

Are we selling a concept or program?

Agency Interaction:

- Find ways to get executive buy-in.  
(To enact SJR 1 – “ADR” as preferred method for resolving conflict after Negotiations fail.
- Communication between meetings.  
(Follow-up on assignments/requests made
- Share success stories; dissect failures from various agency issues/experiences.
- Identify methods/ways to create system, routine to initiate ADR in-state government